



# **Rio Arriba County Detention Center (RACDC) POLICY 016: AFFIRMATIVE ACTION STATEMENT**

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In order to promote the general welfare of present and future employees, the County Commission hereby affirms their support of a program of equal employment opportunity. In the interest of fairness, it is the desire of the County Commission to implement the program through appropriate affirmative action steps. The program will include the following elements:

- a. The guarantee that that equal employment opportunity will exist for all persons regardless of race, color, sex, creed, national origin, ancestry, age, or physical handicap, except where sex, age, or physical requirements constitute bona fide occupational qualifications.
- b. Equal employment opportunity will be achieved through appropriate affirmative action steps, thereby ensuring the maximum amount of fairness and equality within the county government.
- c. The Rio Arriba County Detention facility pledges itself to a goal of the most feasible balance of male/female employment at all levels within the framework which is consistent with qualifications, experience, and ability.
- d. The affirmative action steps to be taken will affect all employment practices, including but not limited to recruiting, hiring, transfers, promotions, training, compensation, benefits, layoffs, and terminations.
- e. With equal employment opportunity as the goal, and affirmative action as a means to that goal, the Rio Arriba County Detention facility assumes direct responsibility for implementation of this policy.

A copy of this policy statement will be made available to all employees to ensure and make it known that discrimination based on race, color, sex, creed, national origin, ancestry, age, or physical handicap is prohibited.



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## **General Information**

1. It shall be the policy of the Rio Arriba County Detention facility to recruit, select, train, promote, retrain and discipline employees without regard to race, sex, religious, beliefs, national origin, ancestry, political affiliation, age, or physical handicap, unless related to a bona fide occupational qualification. If a waiver on bona fide occupational qualification should exist, an affidavit stating the fact shall be placed in the individual's file.